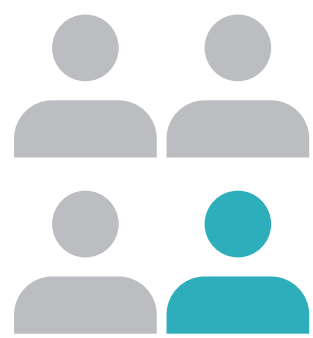


How Can My Organization Support LGBTQ+ Employees?

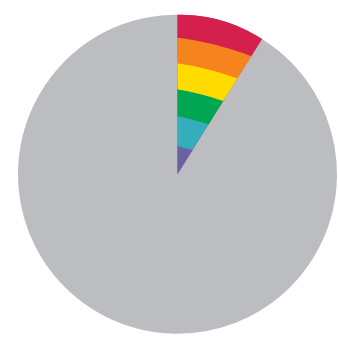


Creating a safe, inclusive environment for all LGBTQ+ employees benefits both your workforce and your organization. Although progress has been seen in recent years, there is still much work to do:



1 in 4

One in four LGBTQ+ employees report experiencing workplace discrimination in the last five years.



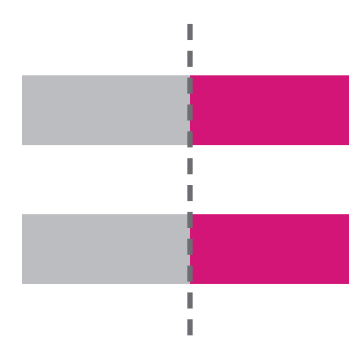
1 in 10

Nearly one in ten LGBTQ+ employees have left a job because the environment wasn't welcoming.



75%

More than 75% of transgender employees take steps to avoid mistreatment in the workplace.



50%

More than half of all LGBTQ+ employees report that discrimination has negatively affected their work environment.

5 ways to support LGBTQ+ employees



Offer LGBTQ+-Friendly Benefits



Develop Support Programs and Networks



Listen and Adapt



Foster a Gender-Inclusive Environment



Take LGBTQ+ Discrimination Seriously

Quick facts about highly inclusive organizations:



2.3 TIMES

more cash flow per employee

120% MORE

capable of meeting financial targets

1.7 TIMES

more likely to be innovation leaders

“A diverse workforce and management that promotes LGBTQ+-friendly policies may also improve competitiveness in the job market by fostering a company’s ability to attract, recruit and retain the most talented employees.”

- Forbes



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